High Sick Leave Consumption
Public Health & Wellness
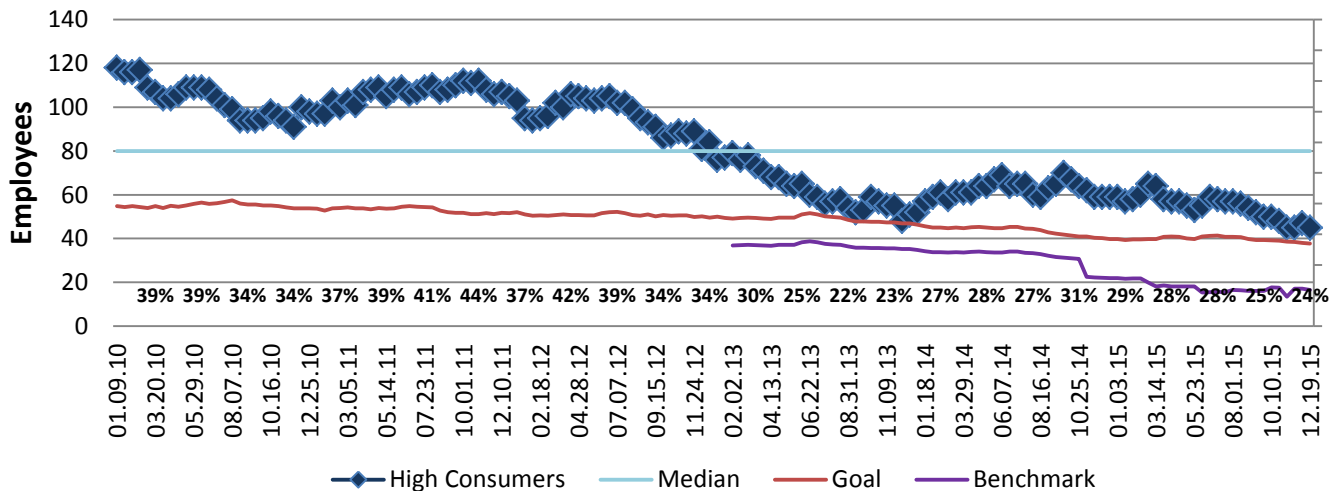
LouieStat

KPI Owner: Tammy Anderson | **Process:** Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: FY12 - 45% (115) of total employees Goal: Reduce the number of employees with high sick leave consumption to no more than 20% of the total number of Public Health and Wellness employees. Benchmark: 8.72% LMG Top Quartile 12/19/15	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: # of employees who used 9 or more out of 12 sick [1]days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Collect data on explanatory factors associated with sick leave usage

How Are We Doing?

12.22.13-12.19.15 Rolling 52wk Avg	12.22.13-12.19.15 Rolling 52wk Avg		12.21.14-12.19.15 Goal	12.21.14-12.19.15 Actual	
40	**55**	🚦	**38**	**45**	🚦
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

Good ↓

Chart: Employees (y-axis 0–140) over dates 01.09.10 to 12.19.15. Percentages along bottom: 39% 39% 34% 34% 37% 39% 41% 44% 37% 42% 39% 34% 34% 30% 25% 22% 23% 27% 28% 27% 31% 29% 28% 28% 25% 24%

Legend: High Consumers — Median — Goal — Benchmark

Jan 2015 - Dec 2015 Percent of Employees With High Sick Leave Users

Category	Percent
Communicable disease	28.57%
OPPE	26.67%
Environmental	25.80%
Clinical	10.10%
MCH	10.10%

Legend: Number — Cumulative % — Individual %